

Childrens Home Society Of Virginia

Executive Director / CEO

EIN 200626291

VA · NTEE P11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Krystal Thompson, Executive Director / CEO** (\$5,727) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Krystal Thompson — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

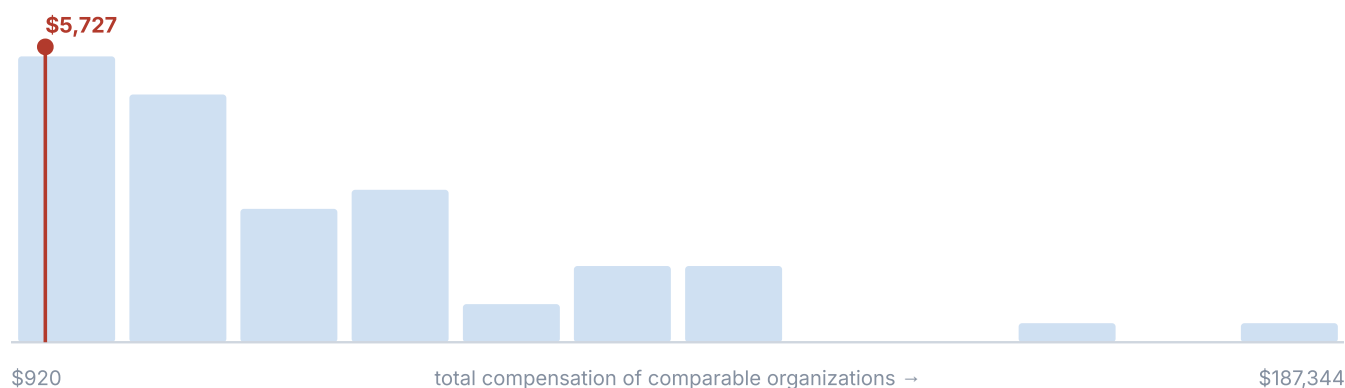
SECTOR Organizations sharing the subject's NTEE classification (P11).

BUDGET Total revenue between \$265,200 and \$593,733 — 0.67x to 1.50x the subject's \$395,822 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,694

\$14,947

\$31,726

\$57,736

\$94,492

\$5,727



■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to VA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children's Village Family Service	ND	\$385,796	Ceo	\$10,545	\$12,339	2023
Hartville Homes Foundation	OH	\$406,150	Ceo	\$15,480	\$17,482	2023
Dovetail Sip Inc	CT	\$412,289	Ceo/executive Director	\$101,222	\$101,197	2023
Families First Of Palm Beach County	FL	\$376,860	Ceo	\$9,431	\$9,176	2024
Ahrcc Nyc Guardianship Fund Inc	NY	\$416,036	Ceo, Nysarc Inc., Nyc Chap	\$42,201	\$40,662	2023
Judson Center Foundation	MI	\$416,240	President & Ceo	\$27,814	\$29,733	2024
The Children's Village Institute	NY	\$416,989	President And Ceo	\$63,040	\$60,740	2023
Clement Arts	GA	\$417,184	Trustee/care Director	\$54,108	\$56,346	2024
Nfte Endowment Fund Inc	NY	\$371,151	Ceo/president	\$57,498	\$55,400	2023
Tn Justice Properties Inc	TN	\$426,000	Executive Director	\$8,448	\$9,197	2024
Tarrant County Association For The Blind	TX	\$362,889	Pres. - Assoc. For Blind	\$21,001	\$22,400	2023
Rocky Mountain Human Services Fdn	CO	\$429,698	Ceo	\$33,497	\$33,266	2024
Self Love Beauty	MI	\$353,058	Executive Director	\$82,950	\$91,293	2023
Michigan Elks Association	MI	\$444,414	Executive Director	\$16,300	\$16,976	2025
The Center Foundation Inc	NY	\$340,071	President	\$99,251	\$92,886	2024
Sam And Peggy Grossman Family Foundation	AZ	\$453,534	Secretary & Treasurer (Non-voting)	\$29,610	\$29,493	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Marc Endowment Inc	TX	\$335,535	Executive Director	\$14,786	\$15,771	2023
The Healthsource Foundation	OH	\$327,288	Hso Ceo	\$41,842	\$47,254	2023
Battered Womens Shelter Endowment Fund	TX	\$324,888	President/ceo	\$180,833	\$187,344	2024
Guthrie Opportunity Center	KY	\$467,662	Director	\$85,882	\$95,562	2024
Hookstown Fair Inc	PA	\$468,309	Director	\$3,500	\$3,721	2023
Hospice Of Kona Foundation	HI	\$469,793	Ceo	\$18,482	\$17,138	2024
Hsvs Property Foundation Ltd	NY	\$469,815	Secretary	\$42,117	\$40,580	2023
Center Of Hope Foundation Inc	NY	\$314,749	Ceo/president	\$98,184	\$91,888	2024
New Directions Foundation Inc	NY	\$477,220	Executive Director	\$19,587	\$18,331	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to VA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 55 organizations. Compensation range \$920–\$187,344; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$395,822); for reference, expenses \$223,213 and assets \$4,186,315. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Krystal Thompson, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	5 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Krystal Thompson) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 55 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,727 is reasonable (approximately the 9th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.